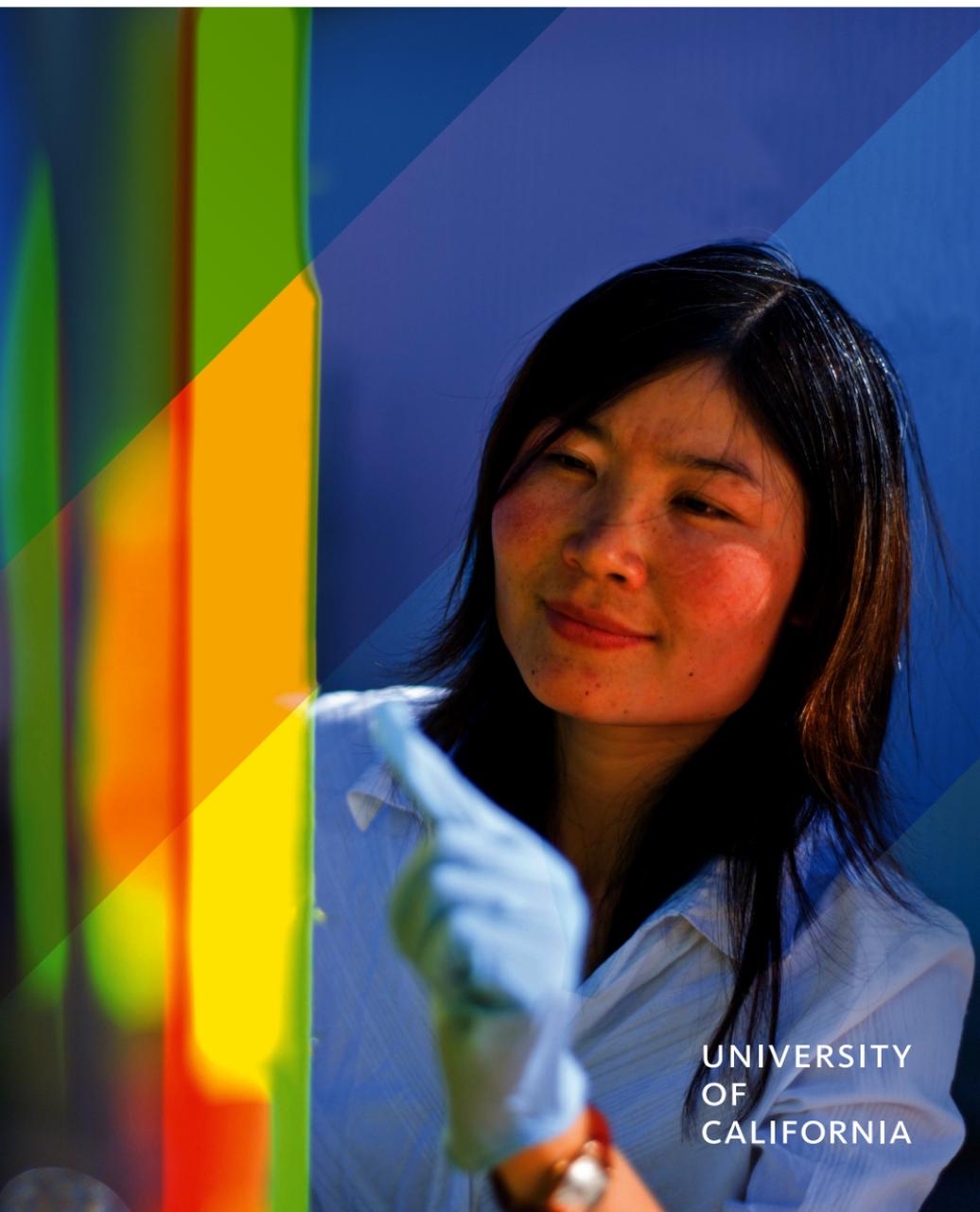


# Overview of UC Benefits

AND RELATED ACADEMIC POLICIES

FOR TENURE-TRACK FACULTY



UNIVERSITY  
OF  
CALIFORNIA



Outstanding benefits are among the many rewards of working for UC. We offer a full range of health and retirement benefits, including a choice between a pension and a 401(k)-style retirement plan. UC's benefits are recognized as being among the best available, representing as much as 40 percent of your total annual compensation, depending on your type of appointment. Benefits are also fully portable within the UC system.

### **HEALTH CARE**

- Medical plans: choose from among several plans to tailor your medical care protection to the needs of you and your family
- Dental plans
- Vision plan
- Wellness program

### **DISABILITY INSURANCE**

- UC-paid short-term disability insurance: limited employer-paid temporary disability coverage
- Optional employee-paid voluntary short-term or long-term disability insurance: provides expanded protection during pregnancy, extended disabling illness or injury

### **LIFE AND ACCIDENT INSURANCE**

- UC-paid basic life insurance
- Optional employee-paid supplemental insurance: additional life and accident insurance for yourself and family members
- UC-paid business travel accident insurance

### **TAX-SAVINGS PROGRAMS**

- Voluntary UC Retirement Savings Program
- Health flexible spending account
- Dependent care flexible spending account
- Pre-tax payroll deductions for monthly medical plan premiums

### **OTHER PLANS AND PROGRAMS**

- Employee-paid legal plan
- Mortgage origination plan
- Family care resources
- Auto, homeowner, and renter insurance
- ScholarShare, California 529 Plan—to establish a college savings trust via payroll deduction

For more information and details see UC's employee website, UCnet: [ucnet.universityofcalifornia.edu](http://ucnet.universityofcalifornia.edu).

## **UC RETIREMENT CHOICE PROGRAM**

Pension Choice and Savings Choice both help you build valuable retirement income in addition to Social Security benefits and any savings you may have. Here's an overview of how each option works (please see *A Complete Guide to Your UC Retirement Benefits* at [ucal.us/guidetoretirementben](http://ucal.us/guidetoretirementben) for details):

### **Pension Choice**

- Lifetime monthly retirement income
- Depending on your salary, job type and/or other factors<sup>1</sup>, may also include a supplemental defined contribution account
- Survivor benefits, including the option to provide a monthly lifetime benefit to a contingent annuitant
- Disability income: monthly income for eligible members who become totally and permanently disabled

### **Savings Choice**

- Tax-deferred retirement savings plan account, similar to a 401(k)
- Account's value depends on contributions plus investment performance
- The option to roll over your vested balance, if any, to another employer's retirement plan or IRA if you leave UC

Regardless of which option you choose, you may also be eligible to continue your UC-sponsored medical, dental, vision and legal coverage when you retire, with UC paying a portion of the monthly premium for medical and dental coverage, depending on your qualifications and plan.

For more information see: [ucal.us/retirement](http://ucal.us/retirement)

## **VOLUNTARY UC RETIREMENT SAVINGS PROGRAM**

The voluntary UC Retirement Savings Program provides a valuable opportunity to add to your retirement security while taking advantage of deferred taxes. The Program offers three plans to which you can contribute:

- Tax-Deferred 403(b) Plan
- 457(b) Deferred Compensation Plan
- After-Tax Defined Contribution (DC) Plan

You may contribute pretax to either the 403(b) or the 457(b) Plan, or both at the same time. Each plan has the same annual maximum contribution limit,<sup>2</sup> but they are separate plans—you can double the amount of your annual tax-deferred contributions by participating in both.

The After-Tax Defined Contribution Plan provides an added savings opportunity with the flexibility to withdraw funds for personal use when needed.

Through any of the plans, you can choose to invest in a range of diverse, lower-cost fund options to match your investing strategy, time horizon, and personal tolerance for risk. Please refer to each plan's summary plan description, available on UCnet, for details about individual and combined plan limits.

For more information, please call Fidelity Retirement Services at 800-558-9182 or visit [myUCretirement.com](http://myUCretirement.com).

## **WORK-LIFE BALANCE**

Balancing the needs of career and family can sometimes be a challenge for faculty, and UC supports family accommodation to achieve an equitable and productive academic environment. We have established policies and programs to assist faculty and other academic appointees in integrating the demands of work and family.

## **FAMILY-FRIENDLY POLICIES AND PROGRAMS**

- Career relocation assistance for partners
- Childbearing leave
- Parental leave
- Stopping the tenure clock
- Part-time and reduced appointments
- Campus childcare services and eldercare assistance
- Domestic partner benefits

## **FACULTY LEAVES**

- 13 paid holidays per year
- Sick leave
- Sabbatical leave
- Paid leave for governmental service
- Paid leave to attend professional meetings
- Paid military leave
- Other paid and unpaid leaves (eligibility for some leaves depends on appointment type and tenure status)

## **OTHER PLANS AND PROGRAMS**

- Housing and rental assistance
- Family care resources

<sup>1</sup> The maximum salary that counts toward pension benefits, for most eligible employees first hired on or after July 1, 2016, is consistent with the maximum on pensionable earnings under the 2013 California Public Employees' Pension Reform Act (PEPRA). If you are not subject to the PEPRA maximum, you are not eligible for a supplemental defined contribution account under Pension Choice.

<sup>2</sup> The IRC limits the amount participants may contribute annually to tax-advantaged retirement plans and imposes substantial penalties for violating contribution limits. Please see *A Complete Guide to Your UC Retirement Benefits* at [ucal.us/guidetoretirementben](http://ucal.us/guidetoretirementben) for details.

## **LOCAL ASSISTANCE AND SERVICES**

- Your location's Academic Personnel and/or Benefits Office

## **RESOURCES**

- Academic Personnel website:  
[ucop.edu/acadpersonnel](https://ucop.edu/acadpersonnel)
- Family-friendly policies and programs:  
[ucal.us/acadfamilyfriendly](https://ucal.us/acadfamilyfriendly)
- UC employee website:  
[ucnet.universityofcalifornia.edu](https://ucnet.universityofcalifornia.edu)
- Fidelity Retirement Services website:  
[myUCretirement.com](https://myUCretirement.com)
- Faculty mortgage and housing assistance services: [ucop.edu/facil/olp](https://ucop.edu/facil/olp)
- *A Complete Guide to Your UC Health Benefits*  
[ucal.us/healthguide](https://ucal.us/healthguide)
- *A Complete Guide to Your UC Retirement Benefits*  
[ucal.us/guidetoretirementben](https://ucal.us/guidetoretirementben)

By authority of the Regents, University of California Human Resources, located in Oakland, administers all benefit plans in accordance with applicable plan documents and regulations, custodial agreements, University of California Group Insurance Regulations, group insurance contracts, and state and federal laws. No person is authorized to provide benefits information not contained in these source documents, and information not contained in these source documents cannot be relied upon as having been authorized by the Regents. Source documents are available for inspection upon request (800-888-8267). What is written here does not constitute a guarantee of plan coverage or benefits—particular rules and eligibility requirements must be met before benefits can be received. The University of California intends to continue the benefits described here indefinitely; however, the benefits of all employees, retirees, and plan beneficiaries are subject to change or termination at the time of contract renewal or at any other time by the University or other governing authorities. The University also reserves the right to determine new premiums, employer contributions and monthly costs at any time. Health and welfare benefits are not accrued or vested benefit entitlements. UC's contribution toward the monthly cost of the coverage is determined by UC and may change or stop altogether, and may be affected by the state of California's annual budget appropriation. If you belong to an exclusively represented bargaining unit, some of your benefits may differ from the ones described here. For more information, employees should contact their Human Resources Office and retirees should call the Retirement Administration Service Center (800-888-8267).

The Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) provides for continued coverage for a certain period of time at applicable monthly COBRA rates if you, your spouse, or your dependents lose group medical, dental, or vision coverage because you terminate employment (for reasons other than gross misconduct); your work hours are reduced below the eligible status for these benefits; you die, divorce, or are legally separated; or a child ceases to be an eligible dependent. Note: The continuation period is calculated from the earliest of these qualifying events and runs concurrently with any other UC options for continued coverage. See your Benefits Representative for more information.

In conformance with applicable law and University policy, the University is an affirmative action/equal opportunity employer. Please send inquiries regarding the University's affirmative action and equal opportunity policies:

**FOR STAFF**

Systemwide AA/EEO Policy Coordinator  
University of California, Office of the President  
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